
Special Acknowledgments:

The Governor's Advisory Committee
for Equal and Fair Employment
Opportunities

The Civil Service Commission

Tennessee Human Rights
Commission (THRC)

Strategic Learning Solutions

Employee Assistance Program (EAP)
& Magellan

The State of Tennessee is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.



Tennessee Department of Human Resources

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2010 Employment Law Seminar



*Thursday, January 7, 2010
8:00 a.m. – 4:15 p.m.*

*Tennessee Room
3rd Floor*

*William R. Snodgrass Tower
312 Rosa L. Parks Avenue
Nashville, Tennessee*



EXCELLENCE ★ INTEGRITY ★ COMMUNICATIONS ★ TEAMWORK ★ USER-FRIENDLY ★ RESPECT



Morning Sessions

Registration & Networking Breakfast

8:00 a.m.— 8:30 a.m.

Welcome

8:30 a.m.— 8:45 a.m.

FMLA

8:45 a.m.— 9:45 a.m.

A discussion of the provisions of the Family Medical Leave Act, including entitlements, employer and employee responsibilities, notices, how leave is taken, serious health conditions under the Act, medical certification, military caregiver leave and military exigency leave.

Refreshment Break

9:45 a.m.— 10:00 a.m.

Common Issues in the Workplace

10:00 a.m.— 11:00 a.m.

A discussion of current trends in employment law including caregiver responsibility, retaliation, direct threat, religious accommodation, and same sex discrimination issues.

The Perception of Disability

11:00 a.m.— 12:00 p.m.

A discussion of the “ADA Amendments Act of 2008” and the evolving definition of “disability” under the ADA.

Networking Lunch

Afternoon Sessions

Social Networking Sites: Avoiding Discrimination and First Amendment Violations

1:00 p.m.— 2:00 p.m.

The legal ramifications of employee access to, or limiting access to, social networking sites. In addition, the legal issues involved in an employer’s review of an employee’s social networking ability, including any blogging or commentary on the employer.

Refreshment Break

2:00 p.m.— 2:15 p.m.

How to Respond to a Discrimination Complaint

2:15 p.m.— 3:15 p.m.

Representatives from the EEOC, THRC, and the Attorney General’s Office will discuss practice pointers for responding to employment discrimination complaints.

Outrageous Decisions in Employment Law

3:15 p.m.— 4:15 p.m.

A survey of interesting and outrageous employment decisions, including a discussion on what went wrong, why, and how to prevent it in the future.

Enrollment fee: \$60 per person

We will apply for CLE & CEU hours

Registration information:

Name: _____

Title: _____

Agency: _____

Mailing address: _____

Telephone: _____ Ext. _____

Fax: _____

E-mail: _____

Edison Speedchart Number: _____

Department Id.: _____ Fund Number: _____

Employee Id.: _____

(REQUIRED FOR BILLING)

Attorneys Only: BPR# _____

Please check here if you are a vegan ☐

Send registration forms to:

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****DEADLINE IS TUESDAY, DECEMBER 1, 2009****

State employees should also forward a copy of registration form to agency training coordinator. **Cancellations cannot be accepted after the registration deadline.**

Registration form is also available at

<http://tn.gov/dohr/employees/employee.html>